

U.S. COAST GUARD  
**RESERVIST**



VOLUME 54

RECRUITING ISSUE

ATION OF THE COAST GUARD RESERVE



**WE WANT YOU**  
**IN THE COAST GUARD RESERVE**





We Want You...

This special issue of *The Reservist* has been a long time in the making and we're long overdue. It's been four years since the last issue devoted entirely to recruiting — September 2003.

During fall of 2006, our staff met with LT Richard Howell of the Coast Guard Recruiting Command to outline this issue. I would like to thank him and the members of the Coast Guard Recruiting Command for their assistance in making this project a reality.

The main difference between this issue and the 2002-2003 recruiting issues is we have divided it up into two main sections: one for the recruiter (yes, that includes you the reservist reading this), and the other section for the recruitee.

The recruiter section gives helpful information for those looking to recruit folks into the Reserve including tips on how you can help, how the recruiting process works, goals and incentives, and recruiting a diverse workforce.

The recruitee section includes things you can show the potential recruit including a pay chart, the various enlisted ratings, a list of recruiting offices and tips for talking with a recruiter.

Despite this being a special issue that varies from a “normal” one, we do continue our long-standing tradition of publishing columnists including RDML Michael Seward (View from the Bridge), CAPT Steve Vanderplas of CG Recruiting Command, and MCPO-CGRF Jeff Smith (On Deck). They all share their insights on recruiting.

The posters, recruiting cards, and layout herein are the brainchild of our graphics wizard, Chris Rose, who always manages to come up with spectacular layouts.

With another Fourth of July here again, it's nice to see that Uncle Sam (aka Coastie Sam) is still alive and well as evidenced by the cover. Have a happy Fourth and a great summer of recruiting for Uncle Sam's Coast Guard!

— ED

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**Address Changes:**

SELECTED RESERVISTS (SELRES):  
Please use Direct Access  
<https://hr.direct-access.us>  
or send your address change to your unit SPO.

INDIVIDUAL READY RESERVISTS (IRR):  
Please contact the IRR PERSRU at the following:  
Officers: [arl-dg-cgpcr01@uscg.mil](mailto:arl-dg-cgpcr01@uscg.mil)  
Enlisted: [arl-dg-cgpcirr@uscg.mil](mailto:arl-dg-cgpcirr@uscg.mil)  
or call 1-866-735-3897

RETIRED RESERVISTS:  
Please send e-mail to  
Personnel Service Center (ras) at:  
[psc-dg-ras@uscg.mil](mailto:psc-dg-ras@uscg.mil)  
or call 1-800-772-8724



Special Recruiting  
Issue 04-07

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On the Cover: "Coastie Sam" Illustration by Chris S. Rose, with utmost respect and apologies to James Montgomery Flagg. Original artwork courtesy Library of Congress.





By  
RDML  
Michael R. Seward,  
USCGR

Deputy Commander  
for Mobilization &  
Reserve Affairs,  
USCG Pacific Area

*“So as a shipmate,  
it’s your  
responsibility to  
shape and build  
the future of the  
Coast Guard. You  
must engage our  
diverse population  
and promote  
opportunities, the  
character of our  
Service, and the  
honor of serving  
our nation by  
wearing a Coast  
Guard uniform.”*

## Give A Hoot – Recruit!

Regardless of our source of accession, we all know why we joined the Coast Guard. And it’s probably no big surprise to the vast majority of us that we have chosen to stay and participate actively for probably different reasons than we joined. But have you thought about your responsibility and empowerment to recruit? That’s right: I’m talking about an individual recruiting responsibility. It’s our job to herd the talent to the recruiters, and it’s our job to assist the recruiters with visits to our field units for prospective Coasties and bring a prospect into the fold.

So why did we join? What was the primary reason that we raised our hand, or even long before that, turned our head in the direction of the Coast Guard? The hardest thing for us to do might be to look at the Coast Guard with open eyes from the outside – to look at our advertising in print and media and be sure that we align our recruiting pitch with that of the current organization. I can tell you personally, that unless you are one of the Coast Guard’s professional officer or enlisted recruiters, it’s extremely tough to keep up on all the different accession programs and options available. It is also equally difficult to stay current on the Reserve recruiting programs, even for RELADs and prior service personnel. Therefore, when it comes to “knowing your stuff,” the first rule is to know the number of your nearest recruiter as well as 1-877-NOW-USCG!

When I reflect on why I stay in the Coast Guard, I have to view this through a wide angle lens. There have been many phases to my career and each has offered me challenges and rewards that are different. When I approach a potential recruit prospect, I try my best to understand their desires and aspirations and weave the appropriate experience from my career that best matches their goals. If I don’t have experience that connects with them, I don’t just turn them over to a recruiter. Rather, I match them up with a shipmate who can better match that person’s goals with their personal experiences.

Finally, I do my best to support my future shipmates the same as I would any past or present Coastie. I stay engaged with the member and the recruiter to ensure that my assistance and compassion are understood. Even if the person does not end up entering the Coast Guard, I have performed two roles: I have actively helped to show the prospect the caliber of our service, and I have provided the recruiter with access to me for future recruiting prospects. Today, that mostly involves gaining access to the appropriate reservists and exposure to their jobs.

For our former Coast Guardsmen and auxiliaries, your role is probably very much the same. Find the talent, point them in the right direction, and most importantly, take them for a visit to a Coast Guard unit. Your personal time is without question the most valuable tool in the recruiting process.

And just when you think your job is done, you should find that it has only just begun. You are their first mentor, and staying in contact and providing access and advice is a role that is perhaps too little understood or appreciated. Helping them chart that first course of their journey and providing navigational input throughout their career is perhaps the most rewarding part of my experience in the Coast Guard. I know they can’t steer the same course I did, and that they will require different navigational aids along the way. But if I’m a good navigator, I help that person steer clear of rocks and shoals with the assistance of my shipmates. By doing so, I help add value to our Coast Guard.

So as a shipmate, it’s your responsibility to shape and build the future of the Coast Guard. You must engage our diverse population and promote opportunities, the character of our Service, and the honor of serving our nation by wearing a Coast Guard uniform. In doing so, you are personally building and maintaining our Service heritage and paying honor to those people who brought you into the Coast Guard. Bottom line: Give a hoot – recruit!

## Reserve Recruiting: Diagram of a Full Court Press

I’ve been around long enough to know how easy it is to deflect a tough problem by saying it is or will be “a” priority. But you have to back up your words with action – action that shows you are resolved to tackle that problem from every available angle until you actually solve it. As a result, when I tell the Coast Guard Reserve family that the Recruiting Command is focused on Reserve recruiting, I want to be clear that we really are putting on a full-court press and are resolved to do what it takes to meet our Reserve enlisted mission for the first time in more than a decade.

What does that full-court press look like?

We attacked the process impediments by working with the Director of Reserve and Training (CG-13) and the Integrated Support Commands to remove the barriers our own system put in the way of our recruiters.

We changed the way we assign our recruiting mission. Offices with significant Reserve missions now have very small active duty enlistment missions, plus they aren’t allowed to enlist extra active duty recruits until they have met at least 75 percent of their Reserve mission. In the past, offices that fell short on Reserve mission could over-achieve on active duty enlistments and still be deemed successful. Now, the only way offices with large Reserve missions can succeed is by actually recruiting a lot of reservists.

We have established incentives and rewards. Top producing recruiters compete for a range of informal and formal awards specifically aimed at the Reserve mission. Additionally, we changed the “Everyone Is A Recruiter”

program to give formal recognition for leads that result in Reserve enlistments, but not regular Coast Guard enlistments.

We beefed up the In-Service Transfer Team, which is our staff that contacts every Coastie leaving active duty, tells them about the advantages of serving in the Selected Reserve, and helps find them suitable drilling billets.

We opened our checkbook, directing larger shares of our budgets for advertising and promotional items to Reserve recruiting, especially in the locations with the largest Reserve missions.

Above all, we sustained this focus all year. We’ve pushed out constant communication and encouragement of field recruiters to assure them that Reserve recruiting isn’t a flavor of the month, but that it is and will remain a constant priority until we reach a steady state of mission attainment.

How is it working? So far, the results are extremely encouraging. As of the first of June, we are on track to meet mission, and we are 57 percent ahead of last year’s pace. I’m not ready to predict full success for this year yet, but I can promise the full-court press will continue until we are successful.

Our Commandant, ADM Allen often says, “It’s all about mission execution, folks,” and Coast Guard missions get executed best when we can count on a fully staffed and properly trained Coast Guard Reserve. Our part is to bring people in the front door, and I really believe we’re on track to succeed.

Semper Paratus!



By  
CAPT  
Steven E. Vanderplas,  
USCG

Commanding Officer,  
USCG Recruiting  
Command

*“How is it working? So far, the results are extremely encouraging. As of the first of June, we are on track to meet mission, and we are 57 percent ahead of last year’s pace. I’m not ready to predict full success for this year yet, but I can promise the full-court press will continue until we are successful.”*





# You Fill in the Blank

As a member of Team Coast Guard, you can do a great deal to help our recruiting efforts for both the Coast Guard and Coast Guard Reserve.

First, remember this: **1-877-NOW-USCG!** That's the number you or a potential recruit can call to be connected to a recruiter in your local area. You may also want to check the Coast Guard Recruiting Web site: [www.gocoastguard.com](http://www.gocoastguard.com).

Second, be ready to be a spokesperson to your family, friends, co-workers and acquaintances. Think about what you'll say if they ask you about your Coast Guard Reserve work. Know where your local recruiting office is and have a general knowledge about the basic requirements to join and current incentives available.

For your prospects, be ready to give them your honest opinion about why you drill, addressing both the pluses and the minuses — give them the big picture. Tell prospective recruits about the benefits available to them in the Reserve: retirement, money for school (Reserve G.I. Bill and Tuition Assistance), military shopping and travel privileges, dental

insurance and a meaningful part time job that pays! Finally, offer to take them down to the recruiting office, obtain recruiting materials and information for them. We have provided you with special pull-out posters and business cards inside this issue that we hope you use. You might also arrange for a visit to your command during a time when both command and Reserve representatives can meet with them.

The Coast Guard Recruiting Command in Arlington, Va., says you can help in recruiting by:

- Making people aware that both the CG and CGR are hiring;
- Encouraging people to contact their local recruiting office or call 1-877-NOW-USCG.
- Promoting community involvement by local Coast Guard units and provide Coast Guard information to the public.
- Encouraging individuals scheduled for RELAD to visit our Web site directly at: [www.gocoastguard.com/reservejobs2.htm](http://www.gocoastguard.com/reservejobs2.htm).



## Finding and Bringing in a New Recruit – How the Process Works

By MCPO Steven T. Sennott,  
USCG Recruiting Command

A “lead” or “prospect” is a potential applicant who may be interested in serving in the Coast Guard or Coast Guard Reserve. Reserve recruiting presents a special challenge to Coast Guard recruiters. Unlike active duty recruiting, recruiters cannot accept everyone who meets enlistment qualifications. They have to recruit to specific job openings. These “job openings” are vacant positions that require specific skill sets and competencies at a specific unit or location. To aid them in this task, recruiters maintain a database with all the open positions for their recruiting territory.

Finding a lead is one of the greatest challenges for any recruiter. Prospects can be generated by cold calls, canvassing, newspaper advertising, television, radio, career fairs, school visits, word of mouth and other creative means. Once a lead is established, the recruiter must interview and pre-qualify the applicant for entry into the Coast Guard.

During the interview, the recruiter will determine if a prospect meets minimum qualifying Coast Guard standards. Disqualifiers can include age, police record, drug use, medical problems, too many dependents, too much prior military service or not possessing the right skills for the available positions. The recruiter also determines the best admission program (e.g., RA, RP, RK, etc.) for which the applicant is qualified. Each program has its own initial training schedule and requirements.

Once an applicant has been successfully pre-screened, the next step is the Military Entrance Processing Station (MEPS) qualification. Applicants must pass both the Armed Service Vocational Aptitude Battery (ASVAB) and a physical examination.

Upon completion of a successful ASVAB and physical exam, an enlistment package is completed. Non-prior service applicant packages differ from those of prior service or direct petty officer applicants. In the case of direct petty officer applicants – applicant with work experience comparable to a Coast Guard rate – a rate determination package is completed and the appropriate pay-grade is determined by the appropriate Rating Force Master Chief. Upon approval, an enlistment authorization letter is sent notifying the recruiting office. When final approval is



received by the recruiting office, enlistment arrangements begin. An applicant is enlisted when eligibility is confirmed.

When all the paperwork is done, the recruiter's job is still not complete. While the applicant is waiting for Basic Training or Indoctrination to start, the recruiter maintains close contact with the applicant to ensure he/she remains motivated and physically qualified. Constant mentoring and interaction by recruiters presents the best opportunity for an applicant to be successful in training and later on in the Coast Guard.

Reserve recruiting is not easy but it is an extremely rewarding part of a recruiter's job. Since recruiters are a one-stop shop for recruiting Active Duty, Reserve and most non-Academy officer programs, the recruiter has the expertise to make sure the lead or prospect is placed in the proper program. With teamwork and cooperation between recruiters, Integrated Support Commands, Recruiting Command, Personnel Command, Office of Reserve Affairs, Coast Guard units with reserve positions and your help, we can achieve unity of effort and a continuous focus on mission execution, to make “Team Coast Guard” a reality for many deserving individuals.

Semper Paratus!





# Enlisted Accessions

Keeping the Coast Guard Reserve staffed with quality people is a big job. Our recruiters in the field and Force Optimization and Training (FOT) staffs at Integrated Support Commands (ISC(pf)s) need your help in identifying good candidates. To help you out, we have included a brief summary of the various programs available to potential recruits. We've broken this down to three basic kinds of candidates:

- those who have served,
- those who have not served but have applicable civilian skills or education, and
- those who are looking for an opportunity to make a difference.

## Prior Service Candidates

**Age: Maximum age 40. Must not have served more than six years if last rank was E-3.**

Prior service candidates of all military branches make great Coast Guard Reservists. Those with a rating that matches a rate supported by the Reserve Component (*see our list of rates on page 31-35*) can usually come right in and start drilling immediately. Those from other branches or those in rates not supported by the Reserve Component will need to attend a Class "A" School or be assigned a new rate via a "Rate Determination Package". These are prepared and submitted by the recruiter to ensure the member is placed in a rate that guarantees their success. Candidates from other branches of the military or those who have had an extended period of civilian life may need to attend Reserve Enlisted Basic Indoctrination (REBI) at Training Center (TRACEN) Cape May, NJ before drilling. This 2-week course focuses on basic military requirements and current Coast Guard policies and procedures.

Regular Coast Guard members who are about to leave active duty are ideal candidates for the Reserve because they bring up-to-date training and experience with them. To make the transition from active duty to the Selected Reserve (SELRES) even easier, the Coast Guard Recruiting Command established a team of recruiters called the In-Service Transfer Team (ISTT) to assist members making the transition to SELRES. The ISTT's mission is to make contact with every member who is being released from active duty (RELAD) and make them aware of the benefits of continuing their service in the SELRES. Then, the ISTT assists RELADS with transition paperwork and assignment in the SELRES. If you or someone you know is an active duty member about to separate and interested in affiliating with the SELRES please contact YNC Barbara Hansen at the ISTT, 703-235-1866, Barbara.AB.Hansen@uscg.mil.

## No Prior Military Service but with Matching Civilian Skills Ages: 21 — 35

This Direct Petty Officer program is for recruits whose specific civilian skills closely match the current needs of the Coast Guard. For example, a person who is a chef in his/her civilian job has similar skills to a Coast Guard Food Service

Specialist. They attend REBI and a rate determination package is completed by the recruiter to place them in the appropriate rating and pay grade.

## No Prior Military Service with Post-Secondary Education Ages: 30 — 35

This Direct Petty Officer program is for new recruits who have completed a minimum of 60 semester hours or 90 quarter hours of post-secondary education. They attend REBI and attend a Class "A" school to complete their rating requirements.

## No Prior Military Service Ages: 17 — 30

These programs are targeted towards new recruits that require the most initial training. However, this gives the Coast Guard the most flexibility to train people to fill unit needs. Prior to attending a guaranteed Class "A" resident training, applicants must successfully complete the eight-week recruit training cycle at TRACEN Cape May.

There are programs designed to fit individual schedules. For a new recruit that would like to get all of their initial training done as soon as possible, he or she can complete recruit training and then go directly to a guaranteed Class "A" school. Their graduating date from Cape May will be scheduled to coincide as close as possible with class convening dates of their particular "A" school.

In a program designed for students and individuals unable to consecutively complete their initial and advanced training, a new recruit can attend recruit training the first summer they join, return home to begin drilling at their assigned unit during the school year, and then attend a guaranteed Class "A" school to complete their rating requirements the following summer. Even non-students may prefer this route as the skills and experience they gain between summers will only add to their success later.

As a reservist, you know the Coast Guard Reserve is a great way to serve your country and make an impact on your community. For one weekend a month, two weeks a year, and any mobilization time, we have all enjoyed the benefits of that service: extra pay, money for college, medical benefits, and saving for retirement. As they say in public radio, "now is the time to share the benefits" of being in the Coast Guard Reserve with friends, neighbors, coworkers, educators and young adults. *You can make a difference.*



# Officer Accessions

While some of our officer accessions come from officers leaving active duty (the "R-to-R," or "Regular-to-Reserve" program), we also commission new officers each year through the Selected Reserve Direct Commission (SRDC) program. SRDC applicants must be between 21 and 36. They are chosen via an annual process that includes a local interview board and a final selection panel at the Coast Guard Recruiting Command. Applicants include Coast Guard enlisted (active and reserve), civilians, and people with prior military service. CGR enlisted applicants apply via their chain of command. All other applicants are processed through the normal

Coast Guard Recruiting process. An ALCOAST announces the solicitation every fall. However, applicants are encouraged to begin putting their packages together as early as possible by either visiting their local Coast Guard recruiter, or by downloading the required forms and information from the following Web site: [www.gocoastguard.com/dc/DCPrograms/SRDC.htm](http://www.gocoastguard.com/dc/DCPrograms/SRDC.htm).

Reserve Chief Warrant Officers, who are subject matter experts in their speciality and are separate from this group, are appointed from Reserve enlisted members E-6 and above.



# Other Recruiting Goals and Incentives

In order to ensure that we get the people we really need, there are a few other requirements addressed in the Coast Guard Reserve's recruiting plan that you should know about. They are:

- **SELRES Billet Assignments:** All new accessions are targeted for filling specific, vacant Reserve Personnel Allowance List (RPAL) billets or billets that are projected to be vacant.
- **"A" School Assignments:** All RPs and RKs will be guaranteed a specific "A" school at the time of enlistment. The choice of schools is based primarily on open billets, applicant's ASVAB scores and school quota availability.
- **IADT Requirements:** With regard to fulfilling Initial Active Duty for Training (IADT) requirements, applicants requiring full recruit training (eight weeks) and REBI (two weeks), must complete initial recruit training before they may begin drilling at their units.

## Selected Reserve Incentive Programs

As needs of the Coast Guard Reserve change, financial incentives must be responsive to those changes. While our incentive programs differ from the Department of Defense, we have much to offer. To expand our Selected Reserve, both for enlistments in general and specific rates/ratings and unit assignments in particular, the Reserve is able to provide significant incentives this year, up to \$8,000 for certain ratings and unit assignments. For more information on specific programs available for enlisted Reserve recruiting, please refer potential recruits to the nearest recruiter who will discuss with them the most current bonuses offered. ALCOAST 064/07 also outlines Selected Reserve bonus amounts/eligibility for RELAD personnel. It may be found online at: [www.uscg.mil/hq/reserve/pay\\_benefits/bonus.htm](http://www.uscg.mil/hq/reserve/pay_benefits/bonus.htm).

At present, officer recruiting incentives are limited to SELRES Physician Assistants(PYA). Information about the SELRES PYA Bonus and the Health Professions Loan Repayment Program please see ALCOAST 064/07 (or online at [www.uscg.mil/hq/reserve/pay\\_benefits/bonus.htm](http://www.uscg.mil/hq/reserve/pay_benefits/bonus.htm)).

## Recruiting Incentives

During this time of expanded missions and increased

OPTEMPO, recruiters need your help. ALCOAST 024/07 outlines the renewal of incentive program for assistance to recruiting. Authorization for "Everyone is a Recruiter" program is continued. There are two incentives: Awards and Liberty. Coast Guard Reservists also have the opportunity to have their names published in future issues of *The Reservist*. All members of Team Coast Guard, including auxiliaries and civilians, are eligible for incentives except those assigned to recruiting billets.

- **Awards:** Active duty and Reserve personnel are eligible for the Commandant's Letter of Commendation for recruiting three people and an Achievement Medal for five people in a three-year period. Awards are earned when a recruited person signs a contract to enter the Coast Guard. Civilians and auxiliaries are also entitled to a Letter of Commendation and Auxiliary Award of Merit, respectively (see ALCOAST 024/07 for more details).
- **Liberty:** Active duty members are authorized 72 hours liberty upon a referred recruit's graduation from recruit training.

## Three reasons you should encourage others to join:

- They may be eligible for bonuses and other financial incentives, plus pay for drills and active duty.
- They may be eligible for educational benefits, including the Montgomery GI Bill and Coast Guard Tuition Assistance, as well as formal and on-the-job training.
- They'll experience the pride and personal growth that comes with serving their country.

## Three things you can do to help them join:

- Tell them about the Coast Guard. Tell them about the range of opportunities available to them. Be honest about how tough and demanding the job can be.
- Take them to visit their local recruiter, or share the Coast Guard's toll-free recruiting number with them (1-877-NOW-USCG).
- When appropriate, arrange for prospective applicants to visit your local command for a first-hand look at the Coast Guard Reserve.



# Diversity: “Ready today – Preparing for Tomorrow”

By U.S. Coast Guard, Office of Diversity,  
CG-12B

## Why is Diversity Important?

Diversity is an important part of the Coast Guard's core values of *Honor, Respect* and *Devotion to Duty*. It invites fresh approaches and unique perspectives that are vital to problem solving and sustaining the high level of mission performance expected of us.

The Coast Guard strives to recruit and retain a workforce that represents the American public we serve, by fostering a positive work environment, creating professional growth opportunities and placing high value on individual dignity.

The Coast Guard is committed to embracing a workplace of inclusion, equity and respect for all.

## Why Diversity is Critical to Coast Guard Mission Success

Diversity is about people and everything that makes us unique — our values, our beliefs, our culture, our race, our gender, our childhood, our experiences and our perspectives. In the Coast Guard, managing diversity remains important.

Nowhere was the importance of diversity displayed than in the aftermath of Hurricane Katrina. The Coast Guard

saved more than 24,000 people and evacuated nearly 9,500 hospital patients to safety during this devastating national tragedy. Additionally, the Coast Guard responded to more than 3,800 marine pollution cases and in most areas, re-opened affected waterways to resume commerce in less than a week.

How did the Coast Guard accomplish so much in such little time? The answer is simple: by leveraging the power of its diverse workforce.

At the height of operations, more than 5,500 Coast Guard volunteers performed rescue and recovery operations. These responders came from different locations and backgrounds, with different job descriptions and varying levels of experience and leadership. Yet they all came together — and together, they saved lives.

Leveraging the power of your workforce is about understanding these differences, valuing them, and bringing them together to achieve a common goal.

Creating an environment that enables everyone to reach their full potential is critical, especially in emergencies. In the last five years, the Coast Guard has responded to many national challenges, including 9/11, the war on terror, multiple hurricane responses, and record contraband seizures in the war on drugs.

While the Coast Guard is “Ready for Today” by demonstrating excellence in diverse mission areas, the service is “Preparing for Tomorrow” and is committed to attracting and retaining the best talent America has to offer.



## Join Compass Team



Consider joining the Coast Guard's Compass Team, a program designed to capitalize on the talents and networks of Coast Guard members throughout the country. Originally designed to achieve more diversity in our Reserve ranks, the program was expanded in 1999 to address personnel gaps throughout the entire Coast Guard.

The mission of COMPASS is to deploy active duty, reserve, civilian, and auxiliary volunteers into their communities to increase America's understanding and awareness of the Coast Guard.

Compass conducts outreach activities in a wide variety of venues, reaching diverse audiences nationwide. An outreach activity is any interaction with the American public that a member is willing to report. It could be as big as organizing or participating in a high school or college career fair to telling your Coast Guard story to someone you interacted with while on a plane or bus. Most outreach activities are conducted in the member's home town, where their local knowledge is a great asset.

Upon joining the team, each Compass member is encouraged to link up with their local recruiting office. This partnership is critical in establishing and maintaining a unified front in each community we serve, in addition to ensuring that we are not duplicating our outreach efforts.

The program is looking for volunteers; interested members should contact LTJG Antonio Donis at 202-475-5249 or [Antonio.donis@uscg.mil](mailto:Antonio.donis@uscg.mil). Further information can be found on the Compass Web page: [www.uscg.mil/diversity/compass/](http://www.uscg.mil/diversity/compass/)



# WE WANT YOU

## IN THE COAST GUARD RESERVE



# So, you're thinking of joining the Coast Guard Reserve?



The following is information to help you make an educated decision about your future. So, take a look and see if becoming a member of the Shield of Freedom is right for you.

What kinds of people join the Coast Guard Reserve? To give you a snapshot, here are profiles of the members chosen as the Coast Guard Reserve Outstanding Junior Officer (ROJO) and Reserve Enlisted Person of the Year (REPOY).

## LTJG Nicholas Osborne, USCGR 2006 ROJO

**District/Unit:** 11th, Naval Coastal Warfare Squadron 34

**CGR Career Highlights:** Served first at Marine Safety Detachment Humboldt Bay, Calif. In February 2003, he was mobilized to MSO San Francisco. Attended Reserve Officer Candidate Indoctrination in 2004 and then served at Sector San Francisco. Deployed to Kuwait in August 2006 with NCWRON 34, he was part of the Coast Guard Boarding Team and became qualified as a Force Security Watch Officer.

**Civilian Occupation:** Employment Development Manager, Community Action Marin, San Rafael, Calif. He is also preparing to start on a doctorate in education at University of

California in Educational Leadership and Administration.

**Community Service:** Volunteers at the Mill Street Homeless Shelter and St. Vincent de Paul Society providing employment workshops to the homeless in Marin County.

**How Recruited:** Recruited out of Recruiting Office Eureka, Calif. in August 2002, Osborne enlisted under the Direct Petty Officer Program. He wanted to join the Coast Guard because he was moved after 9/11 and wanted to take a more proactive role in providing service to the nation. After speaking to a CGR recruiter and learning about the diverse missions of the Coast Guard, he enlisted immediately.



## OS1 Thomas Zeiner, USCGR 2006 REPOY

**District/Unit:** 13th, Naval Coastal Warfare Squadron 34

**CGR Career Highlights:** After serving at Sector Portland, Ore. in the Command Center, Zeiner volunteered to serve with two forward deployed Naval Coastal Warfare Squadrons in support of OPERATIONS ENDURING FREEDOM and IRAQI FREEDOM. While deployed, he served as a Mobile Ashore Support Terminal (MAST) communications technician operating a variety of Command, Control, Communications, Computer, Intelligence, Surveillance and Reconnaissance (C4ISR) platforms to provide a detailed real-time tactical picture for the NCWRON commander. In addition to his watchstanding duties, he also conducted over 100 boardings and vessel escort missions that ensured the safety of high value assets that carried critical military cargo in support of theatre operations.

**Civilian Occupation:** Full-time student at Portland State University, Portland, Ore.

**Community Service:** While deployed to Kuwait, he participated in four Kuwait Naval Base beach cleanups and a goodwill mission to the Kuwait national orphanage and center for disabled children.

**How Recruited:** Worked with recruiters at Recruiting Office Vancouver, Wash. Zeiner joined because he felt a sense of duty and wanted to do his part, and the USCG seemed like a special niche within the military. Says Zeiner, "The Coast Guard doesn't have the same traditional military role, and it has a mission 365 days a year whether war or peacetime — there's always something going on."





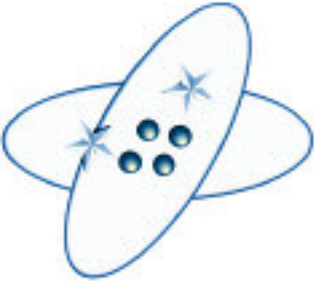


2007 PAY CHARTS





Coast Guard Reserve  
Enlisted Ratings

Here is the list of available careers in the Coast Guard Reserve, some more in-demand than others. While the Coast Guard performs a wide variety of jobs, the descriptions below have been tailored to show what you can expect as a reservist in that career field. Look carefully and find the one that's right for you.

Commodity Pay of Active																				
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 5	Over 6	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36
O-7	7,823.90	7,350.00	7,501.20	7,821.20	7,838.40	8,052.90	8,301.30	8,548.80	8,797.20	9,077.20	9,238.00	10,238.00	10,238.00	10,238.00	10,238.00	10,287.90	10,287.90	10,493.70	10,493.70	10,493.70
1 Drill	234.13	245.00	250.04	254.94	261.28	268.43	276.71	284.96	293.24	301.20	304.20	341.20	341.20	341.20	341.20	342.93	342.93	349.79	349.79	349.79
4 Drills	839.52	950.00	1,008.16	1,068.36	1,046.12	1,073.72	1,139.84	1,159.84	1,172.88	1,176.96	1,194.80	1,264.80	1,264.80	1,264.80	1,264.80	1,271.72	1,271.72	1,306.16	1,306.16	1,306.16
O-6	5,395.20	5,719.20	6,094.50	6,094.50	6,117.60	6,380.10	6,414.60	6,779.10	7,423.80	7,602.00	8,188.10	8,395.20	8,613.00	8,613.00	8,613.00	8,613.00	8,613.00	9,216.30	9,216.30	9,216.30
1 Drill	173.54	190.64	203.15	203.15	203.92	212.67	213.82	213.82	223.87	247.40	260.07	272.67	279.84	287.10	301.19	301.19	307.21	307.21	307.21	307.21
4 Drills	694.76	762.66	812.60	812.60	815.68	860.68	865.28	865.28	895.28	899.84	1,040.28	1,069.68	1,119.36	1,148.40	1,204.76	1,204.76	1,228.64	1,228.64	1,228.64	1,228.64
O-5	4,339.80	4,886.80	5,227.50	5,291.10	5,902.00	6,628.80	6,906.40	6,110.10	6,373.20	6,776.40	6,966.10	7,168.00	7,373.10	7,373.10	7,373.10	7,373.10	7,373.10	7,373.10	7,373.10	7,373.10
1 Drill	144.95	162.96	174.25	176.37	183.40	187.60	196.80	203.67	212.44	226.86	232.27	238.80	245.71	246.77	246.77	246.77	246.77	246.77	246.77	246.77
4 Drills	578.64	661.84	697.06	708.48	733.60	790.48	797.52	814.68	843.76	903.52	929.08	964.40	983.96	983.96	983.96	983.96	983.96	983.96	983.96	983.96
O-4	3,744.80	4,334.70	4,623.10	4,688.40	4,956.00	5,244.80	5,602.80	6,078.20	6,187.50	6,262.30	6,262.30	6,262.30	6,262.30	6,262.30	6,262.30	6,262.30	6,262.30	6,262.30	6,262.30	6,262.30
1 Drill	124.82	144.49	154.13	156.20	165.23	174.82	185.70	196.08	202.54	206.41	208.41	208.41	208.41	208.41	208.41	208.41	208.41	208.41	208.41	208.41
4 Drills	499.28	577.96	619.52	625.12	660.92	699.28	747.94	764.32	813.18	829.03	833.64	833.64	833.64	833.64	833.64	833.64	833.64	833.64	833.64	833.64
O-3	3,292.30	3,732.30	4,028.40	4,392.90	4,602.00	4,833.00	4,982.70	5,228.40	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90	5,368.90
1 Drill	109.74	124.41	134.26	146.40	153.40	161.10	166.96	174.26	178.53	178.53	178.53	178.53	178.53	178.53	178.53	178.53	178.53	178.53	178.53	178.53
4 Drills	438.95	497.64	537.12	585.90	613.60	644.40	664.36	697.12	714.12	714.12	714.12	714.12	714.12	714.12	714.12	714.12	714.12	714.12	714.12	714.12
O-2	2,844.30	3,239.10	3,731.40	3,857.40	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60
1 Drill	94.81	107.96	124.38	128.68	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22	131.22
4 Drills	379.24	431.96	467.52	514.32	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68	524.68
O-1	2,499.30	2,869.60	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50
1 Drill	82.31	86.66	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55	103.55
4 Drills	329.24	362.64	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20	414.20
O-SE																				
1 Drill																				
4 Drills																				
O-2E																				
1 Drill																				
4 Drills																				
O-1E																				
1 Drill																				
4 Drills																				
W-5																				
1 Drill																				
4 Drills																				
W-4	3,492.90	3,660.00	3,765.00	3,898.90	4,046.40	4,222.20	4,490.70	4,699.20	4,904.40	5,128.20	5,310.90	5,499.70	5,762.20	5,997.90	6,213.60	6,213.60	6,337.90	6,337.90	6,337.90	6,337.90
1 Drill	113.40	122.00	125.50	128.95	134.60	143.74	146.89	155.64	163.48	170.94	177.03	182.99	191.74	198.92	207.12	207.12	211.26	211.26	211.26	211.26
4 Drills	453.80	486.00	502.00	515.80	539.52	562.96	586.76	622.56	653.92	683.76	708.12	731.96	766.06	794.56	826.48	826.48	845.04	845.04	845.04	845.04
W-3	3,109.80	3,236.40	3,368.00	3,472.80	3,592.00	3,625.80	4,170.90	4,246.30	4,408.40	4,593.30	4,847.10	5,042.40	5,154.50	5,282.10	5,490.10	5,490.10	5,490.10	5,490.10	5,490.10	5,490.10
1 Drill	103.50	107.60	112.30	113.70	118.40	127.53	137.53	141.51	148.68	152.31	161.56	166.00	171.96	179.37	191.67	191.67	191.67	191.67	191.67	191.67
4 Drills	414.24	431.52	449.20	455.94	473.60	512.12	548.12	566.04	586.72	608.94	646.36	672.32	687.80	734.28	726.68	726.68	726.68	726.68	726.68	726.68
W-2	2,749.20	3,009.30	3,269.40	3,144.90	3,322.80	3,603.00	3,737.10	3,872.40	4,037.70	4,198.70	4,284.00	4,423.80	4,515.90	4,589.40	4,589.40	4,589.40	4,589.40	4,589.40	4,589.40	4,589.40
1 Drill	91.64	100.31	102.68	104.82	110.76	120.06	124.57	129.08	134.69	138.89	142.80	147.40	152.60	152.98	152.98	152.98	152.98	152.98	152.98	152.98
4 Drills	366.90	401.24	411.60	419.28	443.04	480.50	498.28	516.30	538.36	555.90	571.20	589.84	600.12	611.92	611.92	611.92	611.92	611.92	611.92	611.92
W-1	2,413.20	2,672.40	2,742.90	2,890.90	3,065.10	3,322.20	3,442.30	3,775.90	3,905.10	4,024.90	4,170.00	4,170.00	4,170.00	4,170.00	4,170.00	4,170.00	4,170.00	4,170.00	4,170.00	4,170.00
1 Drill	80.44	89.08	91.43	96.30	102.17	113.74	114.74	120.34	123.85	130.11	134.16	139.00	139.00	139.00	139.00	139.00	139.00	139.00	139.00	139.00
4 Drills	321.70	356.32	368.72	385.40	408.68	443.96	458.96	491.28	503.40	520.96	536.60	556.00	556.00	556.00	556.00	556.00	556.00	556.00	556.00	556.00
Firearm Pay of Active																				
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 5	Over 6	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36
E-8							4,110.80	4,203.90	4,321.20	4,459.50	4,598.40	4,821.80	5,010.30	5,209.20	5,512.80	5,512.80	5,736.20	5,736.20	5,736.20	5,736.20
1 Drill							137.02	140.13	144.94	148.60	153.26	160.72	167.91	173.64	183.76	183.76	192.96	192.96	192.96	192.96
4 Drills							548.00	560.52	576.16	594.60	613.12	642.88	668.04	694.88	735.94	735.94	771.80	771.80	771.80	771.80
E-7							3,384.80	3,513.90	3,606.00	3,716.40	3,835.80	4,051.80	4,181.30	4,347.30	4,450.60	4,704.90	4,704.90	4,704.90	4,704.90	4,704.90
1 Drill																				



Electronics Technician (ET)	<p>The Electronics Technician (ET) Rating is responsible for the installation, maintenance and management of the Coast Guard's command, control and communications (C3) systems, tactical electronic warfare systems (including weapons control), navigation systems and general electronics systems used in the support and execution of the Coast Guard's missions.</p> <p><b>Types of Duty</b> ETs are stationed throughout the Coast Guard, typically at communications stations, Electronics Systems Detachments (ESDs) and Electronic Systems Support Detachment Duty (ESDDs). From these units, ETs are dispatched to Coast Guard stations and smaller cutters to maintain, repair, or install communication and navigation systems.</p> <p><b>Qualifications</b> Interest in electronics and computer systems, an aptitude for detailed work, and an above average ability in solving mathematical problems. Normal color perception is required.</p> <p><b>Related Civilian Jobs</b> Electronics Technician Guidance Systems Specialist Radio and Radar Repair Computer Technician</p> 	
Food Service Specialist (FS)	<p>A Food Service Specialist (FS) receives top training in food preparation, accounting, management, leadership, and organization. They will also learn equipment safety and use, recipe conversions, basic food preparation terminology, baking, sanitation, purchasing, storage, nutrition and wellness cooking and dining facility management.</p> <p><b>Types of Duty</b> FSs can be found at nearly every duty station.</p> <p><b>Training</b> FSs begin with 12 weeks of specialized instruction</p> <p>at FS A-School in Petaluma, Calif. or with on-the-job training. After initial study, further training is available in accounting, administration, and advanced culinary skills involving nutritional cooking and advanced pastry/baking skills. There are also opportunities to attend two weeks of culinary training at various prestigious culinary arts schools. Training can be applied toward a member's certified executive chef credentials.</p> <p><b>Qualifications</b> Interest in food preparation. Ability to understand and apply instruction and procedures for handling food and a good mathematical background for recipe conversions. High standards of honesty and personal cleanliness. Education or experience in food service and hospitality a plus.</p> <p><b>Related Civilian Jobs</b> Chef Restaurant Manager Caterer Baker Cook</p> 	
Gunner's Mate (GM)	<p>A Gunner's Mate (GM) is the Coast Guard's small arms weapons specialist. GMs handle everything from pistols, rifles and machine guns to 76mm gun weapons systems. GMs also train personnel in the proper handling of weapons, ammunition and pyrotechnics. GMs perform maintenance on all ordnance/gunnery equipment.</p> <p><b>Types of Duty</b> GMs are stationed throughout the Coast Guard</p> <p>and typically work out of small armories at Area, District, Naval Engineering Support Units (NESU) and Weapons Augmentation Teams (WATs). They also support weapons maintenance and law enforcement and security duties at Sectors, Port security Units (PSUs) and Maritime Safety and Security Teams (MSSTs).</p> <p><b>Qualifications</b> Interest in all aspects of small arms (marksmanship training, function and</p> <p>usage), the mechanical operation and electronic function of weapons systems. An aptitude in mechanics, basic electrical theory, mathematics and attention to detail are a plus.</p> <p><b>Related Civilian Jobs</b> Small Arms Trainer Electronics Mechanic Armorer (Gunsmith) Ammunition Foreman Hydraulic Equipment Operator Mechanic</p> 	

Health Services Technician (HS)	 <p>A Health Services Technician (HS) provides routine and emergency health care services in large Coast Guard clinics or small sick bays. Services could include direct medical care for personnel and families; assisting medical and dental officers; performing diagnostic testing, x-rays and clinical lab tests; prescribing medications; administering immunizations; performing</p> <p>minor surgical procedures and much more.</p> <p>If assigned to independent duty, the HS will provide for the crew's medical needs, in addition to search-and-rescue or medical-evacuation missions.</p> <p><b>Qualifications</b> Desire to help people needing medical and dental attention. Meticulous attention to detail. Pleasing</p> <p>personality and ability to work closely with others. Previous medical or dental experience and courses in practical mathematics, hygiene, biology, physiology and chemistry are a plus.</p> <p><b>Related Civilian Jobs</b> Medical Assistant X-Ray Technician Medical Laboratory Technician Physician's Assistant</p>	
Information Systems Technician (IT)	 <p>The Information Systems Technician (IT) Rating is responsible for establishing and maintaining Coast Guard systems that collect, store, process and forward all voice, data and video information. This includes the hardware and software used to process information. ITs are responsible for supporting Coast Guard computer systems, analog and digital voice systems (telephones and voice mail) and installation and maintenance of the physical network</p> <p>infrastructure that ties the systems together.</p> <p><b>Types of Duty</b> ITs are stationed throughout the Coast Guard typically at Communications Area Master Stations, Electronics Systems Support Units (ESUs) and Electronic Systems Support Detachments (ESDs). From these units ITs are dispatched to Coast Guard shore units and cutters to maintain, repair, or install their computer and telephone equipment.</p> <p><b>Qualifications</b> Interest in telephone and computer systems, an aptitude for detailed work, and be above average at solving mathematical problems. Normal color perception is required.</p> <p><b>Related Civilian Jobs</b> Telephone Technician Network Technician Computer Systems Technician Voice and Data Technician Telecommunications Technician Central Office Technician</p>	
Intelligence Specialist (IS)	 <p>An Intelligence Specialist (IS) performs a wide range of duties associated with the collection, analysis, processing and dissemination of intelligence in support of Coast Guard operational missions.</p> <p><b>Qualifications</b> Expected to possess</p> <p>superior analytical skills and able to operate highly technical systems. As a senior petty officer, an IS has the opportunity to compete for a fully funded Masters of Science in Strategic Intelligence (MSSI) program. The MSSI program is two years in duration with weekend classes once a month and</p> <p>a two week study program in June at the National Defense Intelligence College located at Bolling Air Force Base, Washington, D.C.</p> <p><b>Related Civilian Jobs</b> Intelligence Joint Operations Coordination Centers</p>	
Investigator (IV)	 <p>An Investigator (IV) provides support to Coast Guard law enforcement and intelligence missions, conducting both criminal and personal background checks and investigations, collecting and analyzing intelligence information and providing personal protection services to high-</p> <p>ranking Coast Guard officials and other VIPs.</p> <p><b>Qualifications</b> Enlistment is through the Reserve Direct Petty Officer Program only, and is based on special education and job experience. To apply for this program, you must be</p> <p>a graduate of a basic police or investigator academy and be currently serving as a law enforcement officer with a minimum of three years experience.</p> <p><b>Related Civilian Jobs</b> Criminal Investigator Detective Police Officer</p>	



Machinery Technician (MK)

A Machinery Technician (MK) is a technician, manager and leader with expertise in all areas of machinery operation and maintenance from internal combustion engines (gas/diesel, gas turbines) to environmental support systems (heating/ventilation/air conditioning), hydraulics, basic electricity and areas of hazardous material recovery and control. Additionally, many MKs also

act as federal law enforcement officers during safety and security boardings.

**Training**

12 weeks of training at MK A-School in Yorktown, Va. or on-the-job-training.

**Qualifications**

Mechanical aptitude, with average or better ability to solve mathematical problems. Practical experience as a mechanic,

machinist or power plant operator and courses in mechanics, machine shop, electricity and practical math are a plus. Normal color perception is required.

**Related Civilian Jobs**

Auto/Truck Mechanic  
Heavy-Duty Equipment Repair  
Heating, Ventilation, Air-Conditioning  
Shipyard Work - Mechanical



Marine Science Technician (MST)

A Marine Science Technician (MST) plays the essential role of enforcing regulations for the safety of the marine environment and the security of the port. Duties range from protecting U.S. waters from aquatic nuisance species to supervising pollution and hazardous material responses.

**Types of Duty**

Typically assigned as a domestic vessel examiner or a port state control officer, both roles involve vessel boardings and examinations as well as inspections on a wide array of platforms from fishing vessels, barges, cargo ships, passenger

vessels and maritime transportation industry facilities. An MST ensures compliance with U.S. laws as well as conduct investigations on marine casualties, Merchant Mariners license infringements, and pollution incidents. An MST also checks structural and stability conditions verifying appropriate electrical, fire safety, lifesaving, mechanical systems, navigation systems and living conditions for crew members on foreign flagged vessels. At industry-owned facilities, an MST ensures the proper equipment and

capabilities are in place to meet environmental response needs.

**Qualifications**

Must be people oriented with strong attention to detail. Highly flexible and consistent.

**Related Civilian Jobs**

Marine Environmental Specialist  
Marine Safety Specialist  
Hazardous Materials Specialist  
Oil and Hazardous Materials Spill Responder  
Facility Supervisor  
Vessel Inspector  
OSHA Response Trainer



Operations Specialist (OS)

The Operations Specialist (OS) is the tactical command, control and communications rating. They perform functions ranging from search and rescue to law enforcement and intelligence operations. OSs operate the most advanced tactical computer systems in the Coast Guard, incorporating satellite communications, global positioning navigation, electronic charting systems for real-time target acquisition, tracking and identification utilizing a vast array of systems.

**Types of Duty**

OSs are stationed throughout

the Coast Guard typically in operational, communication, and intelligence centers. OSs often work with and alongside policy and decision makers, members of other service branches, and local, state, and federal law enforcement agencies. OSs can expect to spend a majority of their career as a shift worker, staffing a 24 hour a day operation.

**Training**

An OS receives extensive training in search and rescue planning system programs and tools, navigation, communications, and intelligence.

**Qualifications**

Interest in computers and communications, an aptitude for detailed work and an above average ability in solving mathematical problems. Normal color perception is required.

**Related Civilian Jobs**

Intelligence  
Emergency Operations Coordination  
City, County Emergency Operations Centers  
Data Base Managers  
Air/ Vessel Traffic Controllers



Port Security Specialist (PS) is currently a Reserve-only rating. PSs have a major role in safeguarding critical ports

wherever Coast Guard units operate, both overseas and in the United States.

**Types of Duty**

Possible assignments include support of national defense operations overseas as a member of a Naval Coastal Warfare Squadron or a Coast Guard Port Security Unit. Work at a sector to ensure the physical security of a major U.S. port.

**Training**

If you enter through the RK or RP program, you will attend the seven week PS school in Yorktown, VA,

following successful completion of Recruit Training at Cape May, NJ. Direct Petty Officers must meet minimum requirements and will attend REBI (contact your local recruiter for specific requirements). PSs are trained in general law-enforcement and defensive combat techniques to provide limited shoreside and waterside security. PSs are knowledgeable in the principles of communications security, operational security and the gathering and use of intelligence data. They perform port-security planning, including risk

assessments to determine the vulnerability of port operations.

**Qualifications**

Above average learning ability, physical strength/agility and good interpersonal skills are required. Any prior experience in law enforcement or military experience with combat skills is a plus. Normal color perception is required.

**Related Civilian Jobs**

Local, State or Federal Law Enforcement  
Physical and Personal Security Positions

Port Security Specialist (PS)



A Public Affairs Specialist (PA) serves as the primary communications link between the Coast Guard

and its many publics — the news media, the surrounding community, other military services, government agencies and our own internal audience.

**Types of Duty**

A PA can expect to apply skills in media relations, journalism, web design, photography, video, public speaking, and desktop publishing to inform the

public of important Coast Guard-related news and issues.

**Qualifications**

Ability to communicate clearly in speech and writing, attentiveness, initiative, creativity, people skills and poise under pressure are a must in order to work effectively in a variety of media and situations. Experience with computers

and video and courses in English, journalism, web design, speech, photography and typing are a plus.

**Related Civilian Jobs**

Public Relations  
News Reporter  
Web Designer  
Free Lance Writer  
Videographer  
Professional Photographer  
Desktop Publishing Designer

Public Affairs Specialist (PA)



A Storekeeper (SK) is the Coast Guard's expert purchasing agent, accountant and property manager.

**Types of Duty**

An SK is responsible for providing and accounting for the constant stream of

supplies and spare parts necessary to keep the Coast Guard running.

**Qualifications**

Computer skills, organizational skills, and an aptitude for practical mathematics are desired. Inventory and customer

service experience is a plus.

**Related Civilian Jobs**

Inventory Manager  
Purchaser  
Accountant  
Bookkeeper  
Shipping and Receiving Clerk  
Warehouseman

Storekeeper (SK)



A Yeoman (YN) is the key problem-solver, counselor and source of information to personnel — on questions

ranging from career moves, entitlements and incentive programs to retirement options and veteran's benefits in the Coast Guard's human resources management system.

**Types of Duty**

Typical areas of responsibility include payroll certification and delivery; preparing military travel

orders and arranging transportation, including shipment of household goods; preparing correspondence; and maintaining files and administrative records.

**Qualifications**

Prioritization and organization skills and good interpersonal skills.. Ability to use computers extensively to

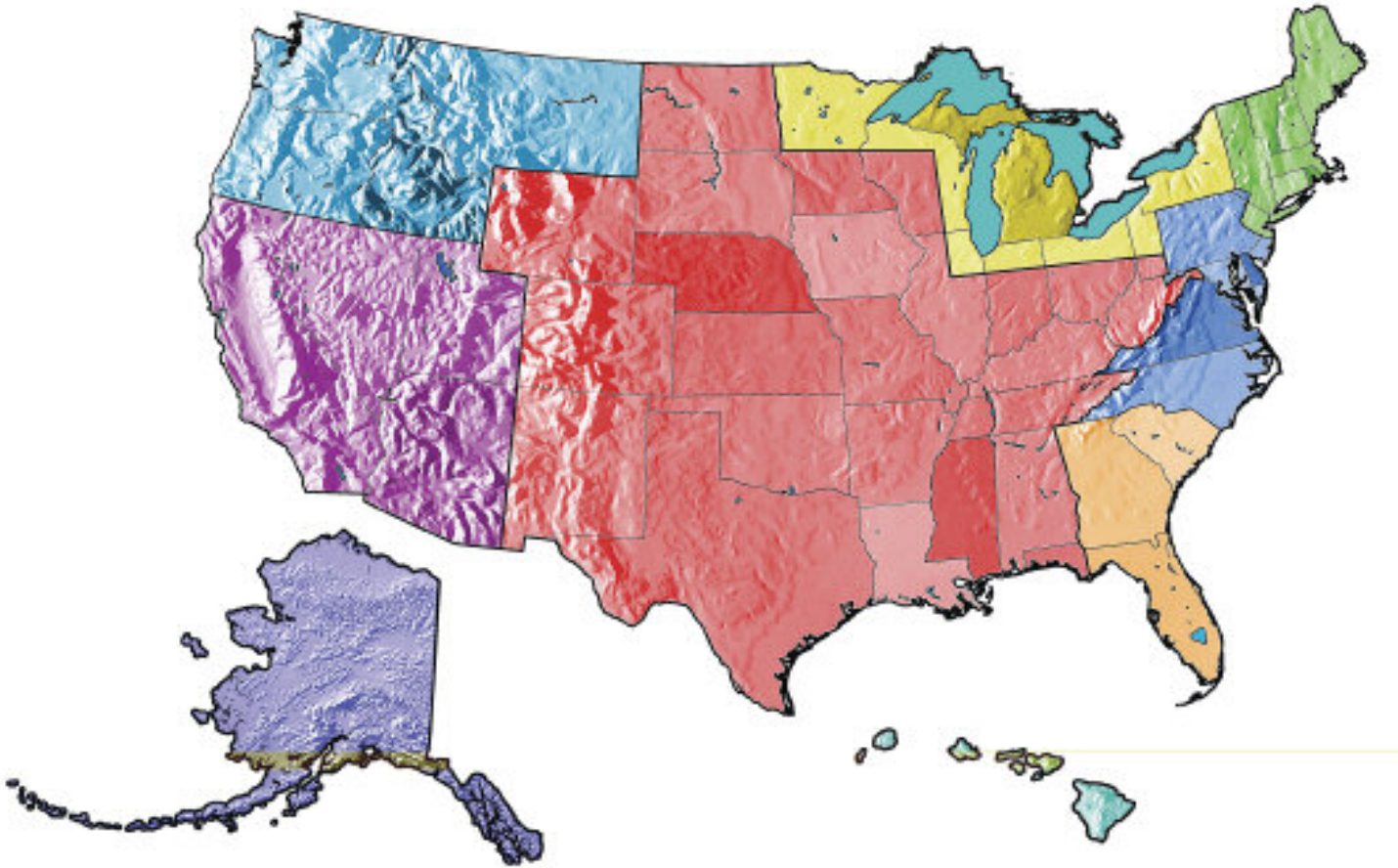
research issues on the Internet and the CG Intranet, prepare spreadsheets and word processing documents, and perform data entry and retrieval.

**Related Civilian Jobs**

Human Resources Specialist  
Executive Assistant  
Personnel Manager  
Administrative Assistant

Yeoman (YN)





Connecticut

**USCG Recruiting Office Hartford**  
Plaza at Burr Corners  
1131 Tolland Turnpike, Ste. R  
Manchester, CT 06042  
Voice: (860) 240-4260

**For more information about the Coast Guard Academy:**  
U.S. Coast Guard Academy  
Director of Admissions  
31 Mohegan Avenue  
New London, CT 06320  
Voice: (800) 883-USCG

Maine

**USCG Recruiting Office Portland**  
Brighton Avenue Plaza  
1041 Brighton Avenue  
Portland, ME 04101-1042  
Voice: (207) 761-4307/3921

Massachusetts

**USCG Recruiting Office Boston**  
Centre Plaza  
221 Centre Street  
Malden, MA 02148  
Voice: (781) 338-9480

New Hampshire

**USCG Recruiting Office Portland**  
Brighton Avenue Plaza  
1041 Brighton Avenue  
Portland, ME 04101-1042  
Voice: (207) 761-4307/3921

Northern New Jersey

**USCG Recruiting Office Newark**  
Dr. King Plaza, Suite #10  
560 M. L. King Jr. Blvd.  
East Orange, NJ 07018-2228  
Voice: (973) 674-2993

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**USCG Recruiting Office Albany**  
Loudon Plaza  
324 Northern Blvd  
Albany, NY 12204-1029  
Voice: (518) 465-6182

USCG Recruiting Office Bronx

46 Westchester Square Plaza  
Bronx, NY 10461  
Voice: (718) 904-8585  
Voice: (718) 904-8880

**USCG Recruiting Office New York**  
Battery Park Building  
1 South Street  
Room 115A  
New York, NY 10004-1466  
Voice: (212) 668-7036/7219/7873

**USCG Recruiting Office Brooklyn**  
7810 Flatlands  
Brooklyn NY 11236-3530  
Voice: (718)251-1636

**USCG Recruiting Office Queens**  
116-18 Queens Blvd.  
Forest Hills, NY 11375  
Voice: (718)793-4962

**USCG Recruiting Office Long Island**  
Wantagh Plaza  
747 Wantagh Avenue  
Wantagh, NY 11793-3133  
Voice: (516) 796-3340

Rhode Island

**USCG Recruiting Office Providence**  
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Providence, RI 02903-3246  
Voice: (401) 421-1291

Vermont

**USCG Recruiting Office Portland**  
Brighton Avenue Plaza  
1041 Brighton Avenue  
Portland, ME 04101-1042  
Voice: (207) 761-4307/3921



Delaware

**USCG Recruiting Office Salisbury**  
Court Plaza  
Unit 7  
1506 South Salisbury Boulevard  
Salisbury, MD 21801  
Voice: (410) 742-3778

**\*\*\*If you live in the Newark/Wilmington area, please contact:\*\*\***

**USCG Recruiting Office Philadelphia**  
Franklin Marketplace  
183 Franklin Mills Blvd.  
Philadelphia, PA 19154  
Voice: (215) 632-0568

Maryland

**USCG Recruiting Office Baltimore**  
Forty West Plaza  
6499 Baltimore National Pike  
Catonsville, MD 21228-3904  
Voice: (410) 747-3963

USCG Recruiting Office Salisbury

Court Plaza  
Unit 7  
1506 South Salisbury Boulevard  
Salisbury, MD 21801  
Voice: (410) 742-3778

**\*\*\*If you live in the Delmarva Peninsula area, contact:\*\*\***

**USCG Recruiting Office Salisbury**  
Court Plaza  
Unit 7  
1506 South Salisbury Boulevard  
Salisbury, MD 21801  
Voice: (410) 742-3778

Southern New Jersey

**USCG Recruiting Office Atlantic City**  
1333 New Road, #8  
Northfield, NJ 08225-1202  
Voice: (609) 484-8260

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**USCG Recruiting Office Philadelphia**  
Franklin Marketplace  
183 Franklin Mills Blvd.  
Philadelphia, PA 19154  
Voice: (215) 632-0568

A NATIONAL LIST  
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RECRUITING OFFICES

**Note:** If you cannot find, or are unsure about who is your local recruiter, contact 1-877-GET-USCG. This national phone network will automatically connect you to the recruiting office responsible for your area code. For email addresses and points of contact, visit: [www.gocoastguard.com/offices/recindex.htm](http://www.gocoastguard.com/offices/recindex.htm)



North Carolina

**USCG Recruiting Office Charlotte**  
Sugar Creek Professional Building  
537 West Sugar Creek Road  
Charlotte, NC 28213-6102  
Voice: (704) 598-2424/5

**USCG Recruiting Office Raleigh**  
2917 Brentwood Road  
Raleigh, NC 27604-2464  
Voice: (919) 878-4303/4008

**USCG Recruiting Office Greensboro**  
4411 High Point Road  
Suite 103  
Greensboro, NC 27407-4315  
Voice: (336) 294-6975

**USCG Recruiting Office Wilmington**  
Cornerstone Shopping Center  
1616 Shipyard Boulevard  
Suite 15  
Wilmington, NC 28412  
Voice: (910) 791-2593

Eastern Pennsylvania

**USCG Recruiting Office Philadelphia**  
Franklin Marketplace  
183 Franklin Mills Blvd.

Philadelphia, PA 19154  
Voice: (215) 632-0568

**USCG Recruiting Office Harrisburg**  
Union Court  
4337A Union Deposit Road  
Harrisburg, PA 17111-2883  
Voice: (717) -561-0972/85

Virginia

**USCG Recruiting Office Hampton Roads**  
1011 Eden Way North  
Suite “A”  
Chesapeake, VA. 23320-2768  
Voice: (757) 312-0514

**\*\*\* If you live in Northern Virginia, please contact:\*\*\***  
**USCG Recruiting Office Washington D.C.**  
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Washington, D.C. 20020  
Voice: (202) 583-3641

**USCG Recruiting Office Fredericksburg**  
Recruiter in Charge: OSC Russell Smith  
4300 Plank Road  
Suite 160  
Fredericksburg, VA. 22407  
Voice: (540) 785-4063

Fort Lauderdale, FL 33312  
Voice: (954) 321-8172

**USCG Recruiting Office Miami South**  
18867 South Dixie Highway  
South Miami, FL 33157  
Voice: (786) 242-2148

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Bayview Shopping Center  
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St. Petersburg, FL 33716-2945  
Voice: (727) 579-3849

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**USCG Recruiting Office Savannah**  
46 Abercorn Street  
Savannah, GA 31401  
Voice: (912) 447-0832

**USCG Recruiting Office Atlanta North**  
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Suite 189  
Tucker, GA 30084  
Voice: (770) 934-9686

**USCG Recruiting Office Atlanta East**  
2375 Wesley Chapel Rd.  
Suite 9  
Decatur, GA 30035  
Voice: (770) 808-0329

**USCG Recruiting Office Richmond**  
Pocono Green  
10447 Midlothian Turnpike  
Richmond, VA 23235  
Voice: (804) 771-8635

**USCG Recruiting Office Potomac Mills**  
2700 Potomac Mills Circle  
Suite 832  
Woodbridge, VA 22192  
Voice: (703) 492-3949

**\*\*\*If you live in the Delmarva Peninsula area, contact:\*\*\***  
**USCG Recruiting Office Salisbury**  
Court Plaza  
Unit 7  
1506 South Salisbury Boulevard  
Salisbury, MD 21801  
Voice: (410) 742-3778

Washington, D.C.

**USCG Recruiting Office D.C.**  
USCG Recruiting Office Washington  
3204A Pennsylvania Avenue, SE  
Washington, D.C. 20020  
Voice: (202) 583-3641

Puerto Rico

**USCG Recruiting Office Aguadilla**  
USCG Air Station Borinquen  
260 Guard Road  
Ramey, PR 00603  
Voice: (787) 890-8400 Ext 8020

**USCG Recruiting Office San Juan**  
Galeria Los Paseos  
100 Gran Bulvevar Paseos  
Suite 102  
San Juan, PR 00926  
Voice: (787) 292-0210

South Carolina

**USCG Recruiting Office Charleston**  
Village Square Shopping Ctr  
1650 Sam Rittenberg Boulevard  
Suite 1  
Charleston, SC 29407-4933  
Voice: (843) 766-7315

**USCG Recruiting Office Columbia**  
Capitol Center Shopping Center  
201 Columbia Mall Boulevard  
Suite 207  
Columbia, SC 29223  
Voice: (803) 699-7230



Alabama

**USCG Recruiting Office Birmingham**  
Eastwood Festival Center  
7001 Crestwood Blvd  
Suite 612  
Birmingham, AL 35210  
Voice: (205) 592-8923

**USCG Recruiting Office Mobile**  
Mobile Festival Centre  
3725 Airport Boulevard  
Suite 148  
Mobile, AL 36608-1633  
Voice: (251) 441-5171/72

**USCG Recruiting Office Montgomery**  
Coast Guard Recruiting Office  
Armed Forces Career Center  
2933 Eastern Boulevard  
Montgomery, AL 36116  
Voice: (334) 279-4880

Arkansas

**USCG Recruiting Office Little Rock**  
Ashley Square Shopping Center  
9108 N. Rodney Parham Road, Ste 208  
Little Rock, AR 72205-1648  
Voice: (501) 217-9446/8219/8719

Colorado

**USCG Recruiting Office Denver**  
Brookhill Shopping Center  
7355 W. 88th Avenue  
Unit H  
Westminster, CO 80021  
Voice: (303)252-0919

Florida Panhandle

**USCG Recruiting Office Tallahassee**  
Cross Creek Square  
1210 Capital Circle SE  
Tallahassee, FL 32301  
Voice: (850) 325-6444

Southwest Illinois

**USCG Recruiting Office Chicago**  
Chatham Village Square  
716 East 87th Street  
Chicago, IL 60619  
Voice: (773) 723-8751

Southern Indiana

**USCG Recruiting Office Indianapolis**  
Metroplex Center  
8255 Craig St.  
Suite 130  
Indianapolis, IN 46250-4583  
Voice: (317) 596-0833

Iowa

**USCG Recruiting Office Davenport**  
Old Town Mall  
901 E. Kimberly Road  
Suite 20  
Davenport, IA. 52807-1622  
Voice: (563) 388-2002

Kansas

**USCG Recruiting Office Kansas City**  
6228 NW Barry Road & I-29  
Kansas City, MO 64154-2530  
Voice: (816) 746-9924/25/26

Kentucky

**USCG Recruiting Office Louisville**  
3201 Fern Valley Road  
Suite 114  
Louisville, KY 40213  
Voice: (502) 969-4006/3929

Louisiana

**USCG Recruiting Office New Orleans**  
Veterans Blvd Shopping Center  
8814 Veterans Blvd  
Suite 8  
Metairie, LA 70003-5264  
Voice: (504) 472-4321

Southern Minnesota

**USCG Recruiting Office Minneapolis**  
8575 Lyndale Avenue South  
Bloomington, MN 55420  
Voice: (612) 725-3222

Missouri

**USCG Recruiting Office Kansas City**  
6228 NW Barry Road & I-29  
Kansas City, MO 64154-2530  
Voice: (816) 746-9924/25/26

**USCG Recruiting Office St. Louis**  
North County Square  
10712 W. Florissant Ave.  
Ferguson, MO 63136  
Voice: (314) 521-3845

Mississippi

**USCG Recruiting Office Jackson**  
4229 Lakeland Drive  
Flowood, MS 39232  
Voice: (601) 933-4901

Nebraska

**\*\*\* If you live in the city of North Platte or west of Hwy 83, please contact:\*\*\***

**USCG Recruiting Office Denver**  
Brookhill Shopping Center  
7355 W. 88th Avenue  
Unit H  
Westminster, CO 80021  
Voice: (303)252-0919

**\*\*\* If you live in another part of the state, please contact:\*\*\***  
**USCG Recruiting Office Davenport**  
Old Town Mall  
901 E. Kimberly Road  
Suite 20  
Davenport, IA. 52807-1622  
Voice: (563) 388-2002

New Mexico

**USCG Recruiting Office Albuquerque**  
Fiesta Del Norte  
6001 San Mateo Blvd. N.E.  
Suite B-2A  
Albuquerque, NM 87109-3397  
Voice: (505) 883-5396

North Dakota

**USCG Recruiting Office Minneapolis**  
8575 Lyndale Avenue South  
Bloomington, MN 55420  
Voice: (612) 725-3222

Southern Ohio

**USCG Recruiting Office Columbus**  
6046 Huntley Road  
Columbus, OH 43229-2508  
Voice: (614) 431-0270/0356

**USCG Recruiting Office Cincinnati**  
7255 Dixie Highway  
Fairfield, OH 45014-8504  
Voice: (513) 942-3145/3146

Oklahoma

**USCG Recruiting Office Oklahoma City**  
Westernview Center  
7329 S. Western Avenue  
Oklahoma City, OK 73139  
Voice: (405) 231-4483

Southwest Pennsylvania

**USCG Recruiting Office Pittsburgh**  
Northland Plaza  
4721 McKnight Road  
Pittsburgh, PA 15237  
Voice: (412) 369-2870

South Dakota

**USCG Recruiting Office Minneapolis**  
8575 Lyndale Avenue South  
Bloomington, MN 55420  
Voice: (612) 725-3222

Tennessee

**USCG Recruiting Office Memphis**  
Timber Creek Shopping Ctr  
2830 Coleman Road  
Suite “C”  
Memphis, TN 38128



**USCG Recruiting Office Nashville**  
The Market at Bell Forge  
5308 Mount View Road  
Suite "C"  
Antioch, TN 37013-2307  
Voice: (615) 731-3408

**Texas**  
**USCG Recruiting Office Corpus Christi**  
Windchase Shopping Center  
2033 Airline Road  
Suite E-4  
Corpus Christi, TX 78412  
Voice: (361) 993-6977

**USCG Recruiting Office Dallas**  
Beltline Village Shopping Center  
3455 N. Beltline Road  
Suite 106  
Irving, TX 75062  
Voice: (972) 255-0165

**USCG Recruiting Office El Paso**  
9100 Viscount Boulevard  
Suite E  
El Paso, TX 79925  
Voice: (915) 591-6741/6746

**USCG Recruiting Office Houston**  
Gulfgate Center Mall  
3111 Woodridge Dr, Suite 160  
Houston, TX 77087  
Voice: (713) 641-3559

**USCG Recruiting Office San Antonio East**  
8347 Perrin Beitel Road  
River Oaks Plaza  
San Antonio, TX 78218  
Voice: (210) 590-9760/61/62

**USCG Recruiting Office San Antonio West**  
Ingram Place Shopping Center  
3227 Wurzbach Road  
San Antonio, TX 78238  
Voice: (210) 680-5475

**West Virginia**  
Currently there are no recruiting offices in West Virginia. To locate the closest Coast Guard Recruiting Office by phone, please call 1-877-NOW-USCG (1-877-669-8724).

**Southwest Wisconsin**  
**USCG Recruiting Office Milwaukee**  
Woodland Court  
3953 S. 76th St.  
Milwaukee, WI 53220-2320  
Voice: (414) 321-4220

**Wyoming**  
**\*\*\* If you live in the county of Uinta, Sweetwater, Lincoln, Sublette, Teton, Fremont, Park, or Yellowstone National Park, please contact:\*\*\***  
**USCG Recruiting Office Salt Lake City**  
Roy Shopping Center  
5639 S. 1900 West  
Suite 302  
Roy, UT 84067-2301  
Voice: (801) 525-1904

**\*\*\* All other counties in Wyoming, please contact:\*\*\***  
**USCG Recruiting Office Denver**  
Brookhill Shopping Center  
7355 W. 88th Avenue  
Unit H  
Westminister, CO 80021  
Voice: (303)252-0919

**USCG Recruiting Office Syracuse**  
Shop City Shopping Center  
386 Grant Blvd.  
Syracuse, NY 13207-1230  
Voice: (315) 437-6135

**Northern Ohio**  
**USCG Recruiting Office Cleveland**  
912 Great Northern Mall  
North Olmstead, OH 44070-3394  
Voice: (440) 734-4400/29

**Northwest Pennsylvania**  
**USCG Recruiting Office Pittsburgh**  
Northland Plaza  
4721 McKnight Road  
Pittsburgh, PA 15237  
Voice: (412) 369-2870

**Northeast Wisconsin**  
**USCG Recruiting Office Milwaukee**  
Woodland Court  
3953 S. 76th St.  
Milwaukee, WI 53220-2320  
Voice: (414) 321-4220



**Arizona**  
**USCG Recruiting Office Phoenix**  
826 North Central Avenue  
Phoenix, AZ 85004-2003  
Voice: (602) 379-3834

**USCG Recruiting Office Tucson**  
Mission Plaza  
4679 East Speedway Blvd.  
Tucson, AZ 85721  
Voice: (520) 323-5546

**California**  
**USCG Recruiting Office Sacramento**  
Antelope Plaza  
6456 Tupelo Drive  
Suite A-5  
Citrus Heights, CA 95621  
Voice: (916) 721-6877



**Idaho**  
**USCG Recruiting Office Boise**  
Overland Park  
6907 Overland Road  
Boise, ID 83709-1908  
Voice: (208) 376-7655

**USCG Recruiting Office LA - Riverside**  
1090 East Washington Street, #A  
Colton, CA 92324-8180  
Voice: (909) 783-2772/2807

**USCG Recruiting Office Humboldt Bay**  
Victoria Place Shopping Center  
3220 S. Broadway St.  
Unit A-4  
Eureka, CA 95501-3854  
Voice: (707) 268-2470

**USCG Recruiting Office Fresno**  
Shaw Marketplace  
3749 W. Shaw Ave.  
Fresno, CA 93711  
Voice: (559) 221-6600/80

**USCG Recruiting Office Hawthorne**  
12620 Hawthorne Plaza  
Suite C  
Hawthorne , CA 90250  
Voice: (310) 675-7562

**USCG Recruiting Office Lakewood**  
Lakewood Center  
4431 Candlewood Street  
Lakewood, CA 90712  
Voice: (562) 790-2318

**USCG Recruiting Office Ventura**  
4202 South Victoria Avenue  
Oxnard, CA 93035  
Voice: (805) 984-6893/9284

**USCG Recruiting Office Spokane**  
11516-A East Sprague Avenue  
Spokane, WA 99206-5135  
Voice: (509) 927-0993/353-2134

**Montana**  
**USCG Recruiting Office Boise**  
Overland Park  
6907 Overland Road  
Boise, ID 83709-1908  
Voice: (208) 376-7655

**USCG Recruiting Office Spokane**  
11516-A East Sprague Avenue  
Spokane, WA 99206-5135  
Voice: (509) 927-0993/353-2134

**Oregon**  
**USCG Recruiting Office Vancouver**  
8109 F NE Vancouver Mall Drive  
Vancouver, WA 98662-6422  
Voice: (360) 699-1047

**USCG Recruiting Office San Diego**  
Point Loma Plaza  
3663 Midway Drive, Ste E  
San Diego, CA 92110-3224  
Voice: (619) 226-8222/31

**USCG Recruiting Office San Jose**  
3381 Stevens Creek Boulevard  
Ste 101  
San Jose, CA 95117-1070  
Voice: (408) 246-8724

**USCG Recruiting Office San Francisco**  
Menlo Plaza  
14410 Washington Avenue  
Suite 118  
San Leandro, CA 94578  
Voice: (510) 352-8992

**Nevada**  
**USCG Recruiting Office Las Vegas**  
Tropicana Gardens  
3510 East Tropicana Ave  
Suite L  
Las Vegas, NV 89121-7341  
Voice: (702) 898-2226

**Utah**  
**USCG Recruiting Office Salt Lake City**  
Roy Shopping Center  
5639 S. 1900 West  
Suite 302  
Roy, UT 84067-2301  
Voice: (801) 525-1904

**Washington**  
**USCG Recruiting Office Seattle**  
10712 5th Avenue, NE  
Seattle, WA 98125  
Voice: (206) 364-4667

**USCG Recruiting Office Spokane**  
11516-A East Sprague Avenue  
Spokane, WA 99206-5135  
Voice: (509) 927-0993/353-2134

**USCG Recruiting Office Tacoma**  
Tacoma Office Mall Building  
4301 S. Pine St.  
Suite 102  
Tacoma, WA 98409-7264  
Voice: (253) 476-5939

**USCG Recruiting Office Vancouver**  
8109-F NE Vancouver Mall Drive  
Vancouver, WA 98662-6786  
Voice: (360) 699-1047



**Northeast Illinois**  
**USCG Recruiting Office Chicago**  
Chatham Village Square  
716 East 87th Street  
Chicago, IL 60619  
Voice: (773) 723-8751

**Northern Indiana**  
**USCG Recruiting Office Indianapolis**  
Metroplex Center  
8255 Craig St.  
Suite 130  
Indianapolis, IN 46250-4583  
Voice: (317) 596-0833

**Michigan**  
**USCG Recruiting Office Detroit**  
Mulberry Plaza  
26097 John R. Road  
Madison Heights, MI 48071-3607  
Voice: (248) 582-8364/61/62/65

**USCG Recruiting Office Lansing**  
Broadbent Crossings  
8741 W. Saginaw Highway, Suite V  
Lansing, MI 48917  
Voice: (517) 627-5078

**Northern Minnesota**  
**USCG Recruiting Office Minneapolis**  
8575 Lyndale Avenue South  
Bloomington, MN 55420  
Voice: (612) 725-3222

**Western New York**  
**USCG Recruiting Office Buffalo**  
1526 Walden Ave, Suite 500  
Cheektowaga, New York 14225  
Voice: (716) 893-2429





### Hawaii

**USCG Recruiting Office Hawaii**  
Pearl Ridge Mall  
98-151 Pali Momi Street, #106  
Aiea, HI 96701  
Voice: (808) 486-8677/487-1152

### Guam

**USCG Recruiting Office Guam**  
Baltej Pavillion  
415 Chalan, San Antonio Road  
Suite 314  
Tamuning, Guam 96911  
Voice: (671) 647-6156/67/81



### Alaska

**USCG Recruiting Office Anchorage**  
Dimond Shopping Ctr  
800 E. Dimond Blvd  
Space 3-205  
Anchorage, AK 99515  
Voice: (907) 271-2447

## Talking to a Recruiter Some Things to Do and Keep in Mind

By MKC Steven T. Sisk, USCG

The big day has finally arrived! You've done your homework, you've weighed the pros and cons, and you've decided to take the plunge. You have a long list of carefully thought out questions to ask the Coast Guard recruiter.

Well, as thorough as your list of questions is, rest assured the recruiter has a list for you too. Proper planning and a little research before you call or go in for an interview is an important part of making the recruiting process go as smoothly as possible.

When you make initial contact with a Coast Guard recruiter, he/she usually begins with a process called pre-screening. It is a series of questions designed to gather basic information about you to see if you are eligible for service. Additionally, the information gathered during the pre-screen is used to speed up paperwork processing. All information gathered during the pre-screen is voluntary, protected under the Privacy Act of 1974 and for the sole use of the recruiting process.

When contacting a recruiter for the first time, be sure to have all pertinent information about yourself available. This may include:

- Current driver's license or identification
- Birth certificate
- Social Security Card
- Any applicable citizenship/immigration documents
- Documents from prior military service; DD-214, evaluations, awards, etc.
- Documents pertaining to any current or previous legal actions or judgments
- Medical records or documents
- Current employment/job skills

This is by no means a comprehensive list of information that a recruiter may ask for, but it should help get you through the initial screening. Your recruiter will ask you to provide additional information as needed.

It may seem frustrating to have to gather such a wide variety of documents, especially since some information, like your medical history may be spread between several providers. However, the sooner the recruiter can determine your eligibility, the sooner you can join the Coast Guard Reserve. A little pre-planning goes a long way.

Since the pre-screen is a tool used to determine eligibility, be prepared for some of the questions to be very personal. You may feel reluctant to answer; however, honesty and thoroughness are always the best policies. Be prepared to answer frank and direct questions about everything from your medical history to your current financial status.

Deciding to join the Armed Forces is a momentous decision in a person's life. Being able to proceed smoothly through the initial recruiting process will make your first contact with the Coast Guard an exciting and rewarding experience.

*Ed's note: Chief Sisk is the Recruiter in Charge of the Coast Guard's Recruiting Office in Tacoma, Wash.*

## How I Was Recruited into the CG Reserve

Since this issue is devoted entirely to recruiting, I thought I would take this opportunity to share with you my own story of how I was recruited into the Coast Guard Reserve.

My story starts in 1969 when I graduated from Nauset High School in Orleans, Mass. I entered college the following fall and earned my Associate's Degree in Business. While working for the family business, a weekly newspaper, I joined the Massachusetts Army National Guard and served in the 772<sup>nd</sup> Military Police Company for four-plus years. Life was going along just fine and then a "course correction" appeared on the horizon ....

One day, a guy who had served with me in the military police unit came to visit us during a drill weekend. He had transferred to the Coast Guard and told us what he was doing now on his drill weekend. He told us about the various Coast Guard missions, the boats and some rescues.

Simultaneously, I had an uncle who was serving in the Coast Guard at Air Station Cape Cod so I would occasionally get an earful from him. Being from the Cape Cod area, I had been around water my entire life and I thought it all sounded pretty neat.

I went and talked to a recruiter in the fall of 1975 and six months later, I entered the Coast Guard Reserve as PS3 J.D. Smith and began drilling at Station Chatham, Mass. My first drill weekend, they actually let me drive the boat... and the hook was set.

Other than getting married and having three sons, joining the Coast Guard Reserve is one of the best things I've ever done. And, I should add, I've had wonderful opportunities in the Coast Guard Reserve as well.

Here is some advice for new recruits and/or those who have recently joined the Coast Guard Reserve.

**Find a Good Mentor:** Find someone who you trust and who is knowledgeable about the Coast Guard; someone with a positive perspective; someone who will help you attain your goals.

**Make A Good Faith Effort & Look for Opportunities:** The effort you put forth in your CGR career will more than be rewarded. Look for opportunities – they can be found in the strangest places at times. Remember to get outside your comfort zone because, in my experience, that's where the real opportunities are.

**Set Goals:** Whether your goal is to become boat crew qualified, a coxswain, a chief petty officer, or an admiral, set a goal that will coincide with making the Coast Guard Reserve a better organization. This will organize and direct your energy and you won't waste time.

When I enlisted in the Coast Guard Reserve back on June 6, 1976, I had no idea where my career would take me. Now, 31 years later, I am serving as the fourth Master Chief Petty Officer of the Coast Guard Reserve Force (MCPO-CGRF). In fact, when I joined in 1976, the position of MCPO-CGRF didn't even exist (it was created in 1991).

So my final advice is to keep looking ahead. There are opportunities out there – the Coast Guard is continually changing and new opportunities are created every day. So keep on looking and to paraphrase the Chief Petty Officer Academy motto of "Altus Tendo" – keep on reaching higher!



By  
MCPO-CGRF  
Jeffrey D. Smith,  
USCGR

Master Chief Petty Officer  
of the  
Coast Guard Reserve Force

*"Look for opportunities – they can be found in the strangest places at times. Remember to get outside your comfort zone because, in my experience, that's where the real opportunities are."*





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Topeka, KS 66683-3591

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